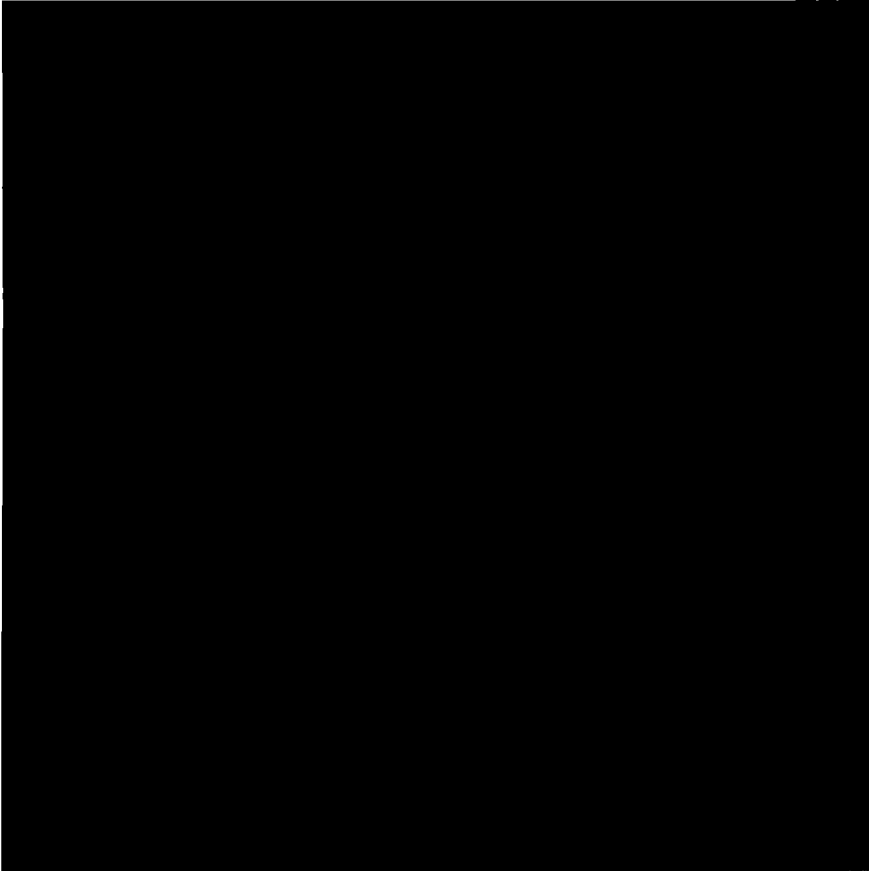


EXHIBIT 360

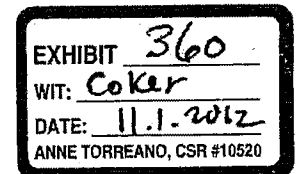
Lucas Companies Base Pay Structure



Lucas Confidential
Salary Structure

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